

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT

1. APPLICANT

Name of Applicant AL HAZELTON	Address 304 Durant Harlan, Iowa 51537
Telephone Number (include area code) (712) 243-3920	

2. This form is being submitted in conjunction with:

- ☒ Application for Construction Permit for New Station ☐ Application for Assignment of License
- ☐ Application for Transfer of Control
- (a) Call letters (or channel number or frequency) Channel 243C1
- (b) Community of License (city and state) Audubon, Iowa
- (c) Service: ☐ AM ☒ FM ☐ TV ☐ Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin, sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

- ☐ Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- ☒ Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 28 day of April, 1992

Signed
Title

Individual Applicant

GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) Al Hazelton will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

Junior Federated
Nishnabotna Jaycees
Southwest Iowa BPW

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Iowa Department of Job Service
Computer Network of Iowa Department of Job Service

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Iowa Central Community College - Fort Dodge, Iowa
Area Community College System
Drake University School of Journalism

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Audubon News-Advocate
Atlantic News-Telegraph
Omaha World-Herald
Des Moines Register

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☒ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary
Local High Schools

Central College

☐ Other (specify) Northwest Missouri State College

Proposed Form of Assistance
MO (multi-occupation) Program
and part-time internships
Work-study program
Work-study program

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT
AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

APPLICATION FOR CONSTRUCTION PERMIT

**AL HAZELTON
AUDUBON, IOWA
CHANNEL 243C1**

APRIL, 1992



State of Illinois)
County of Peoria) ss

Donald L. Markley, being first duly sworn, deposes and says that he is a Consulting Engineer and that he has been retained by AL Hazelton

to prepare the following engineering exhibits, that he is a Registered Professional Engineer in Illinois by examination, that he holds the degrees of Bachelor of Science in Electrical Engineering and Master of Science in Electrical Engineering, that his qualifications have been accepted by the Federal Communications Commission, that the following exhibits have been prepared by him or under his direction and that they are true and correct to the best of his knowledge and belief.


Donald L. Markley, Affiant

Subscribed and sworn to before me this 29th Day of Apr 19 92

Notary Public

My commission expires:

APPLICATION FOR CONSTRUCTION PERMIT

The following engineering statement and attached exhibits have been prepared for Al Hazelton and are in support of his application for construction permit for a new FM broadcast station at Audubon, Iowa.

The proposed station would operate on Channel 243 as a Class C1 facility. The effective radiated power would be 100 KW. with the center of radiation at 299 meters above average terrain. The attached exhibits demonstrate that the site would meet all required spacings with the exception of a minor short-spacing to one adjacent station. Therefore, a directional antenna will be used to meet the required protection requirements to that station.

The attached exhibits contain all of the data required for a directional antenna as well as a map demonstrating that the required contour protection is provided. The proposed facility will utilize 0.5 degrees of beam tilt.

The FAA has been notified of the proposed construction. The proposed facility will operate by remote control from a location to be determined. In addition, the station will utilize emergency power generating equipment at both the

transmitter and studio to enable the station to remain on the air during period of emergency or severe weather.

DO NOT REMOVE CARBONS

NOTICE OF PROPOSED CONSTRUCTION OR ALTERATION

Aeronautical Study Number

U.S. Department of Transportation
Federal Aviation Administration

1. Nature of Proposal

A. Type	B. Class
<input checked="" type="checkbox"/> New Construction	<input checked="" type="checkbox"/> Permanent
<input type="checkbox"/> Alteration	<input type="checkbox"/> Temporary (Duration _____ months)

C. Work Schedule Dates 90 days
after FCC approval
Beginning _____
End 180 days later

2. Complete Description of Structure

- A. Include effective radiated power and assigned frequency of all existing, proposed or modified AM, FM, or TV broadcast stations utilizing this structure.
- B. Include size and configuration of power transmission lines and their supporting towers in the vicinity of FAA facilities and public airports.
- C. Include information showing site orientation, dimensions, and construction materials of the proposed structure.

FM broadcast station
Channel 243C1
96.5 MHz.
100 KW. ERP
C.O.R. at 871 ft. AGL &
981 ft. Above
Av. Terrain
Guyed steel tower of
uniform cross section.

(If more space is required, continue on a separate sheet.)

3A. Name and address of individual, company, corporation, etc. proposing the construction or alteration. (Number, Street, City, State and Zip Code)

(712) 755-3583
area code Telephone Number

Al Hazelton
304 Durant
Harlan, Iowa 51537

B. Name, address and telephone number of proponent's representative if different than 3 above.

D.L. Markley & Associates, Inc.
2104 West Moss
Peoria, Illinois 61604 (309) 673-7511

4. Location of Structure

A. Coordinates (To nearest second)	B. Nearest City or Town, and State	C. Name of nearest airport, heliport, flightpark, or seaplane base
41° 27' 15" N Latitude	Anita, Iowa	Anita Mun.
94° 50' 33" W Longitude	(1) Distance to AB 3.5 Miles	(1) Distance from structure to nearest point of nearest runway 3.9 mi.
	(2) Direction to AB East	(2) Direction from structure to airport 105° True

5. Height and Elevation (Complete to the nearest foot)

A. Elevation of site above mean sea level	1400
B. Height of Structure including all appurtenances and lighting (if any) above ground, or water if so situated	912
C. Overall height above mean sea level (A + B)	2312

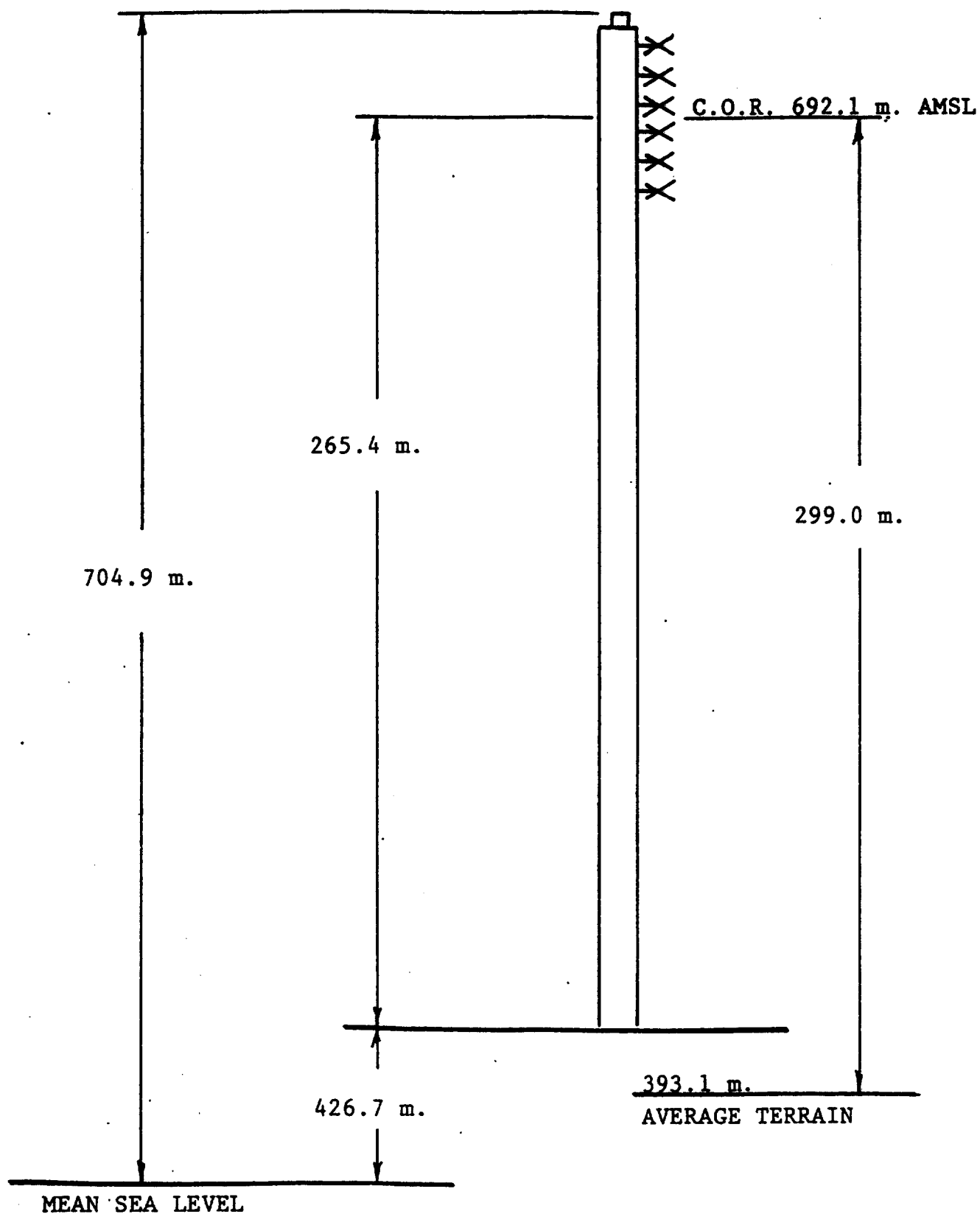
D. Description of location of site with respect to highways, streets, airports, prominent terrain features, existing structures, etc. Attach a U.S. Geological Survey quadrangle map or equivalent showing the relationship of construction site to nearest airport(s). (If more space is required, continue on a separate sheet of paper and attach to this notice.)

3.5 miles West of Anita, 1.5 miles East of County N28, and 2.5 miles
North of US Route 6 in Section 23 of Benton Township, Cass County, Iowa.

Notice is required by Part 77 of the Federal Aviation Regulations (14 C.F.R. Part 77) pursuant to Section 1101 of the Federal Aviation Act of 1958, as amended (49 U.S.C. 1101). Persons who knowingly and willingly violate the Notice requirements of Part 77 are subject to a fine (criminal penalty) of not more than \$500 for the first offense and not more than \$2,000 for subsequent offenses, pursuant to Section 902(a) of the Federal Aviation Act of 1958, as amended (49 U.S.C. 1472(a)).

I HEREBY CERTIFY that all of the above statements made by me are true, complete, and correct to the best of my knowledge. I understand that I am responsible for the accuracy of the information provided and that I am not to be held responsible for any errors or omissions. Proponent will light and mark as required.

Date: 4-27-92 Typed Name/Title of Person Filing Notice: Jeremy D. Buck, Technical Consultant Signature: [Signature]



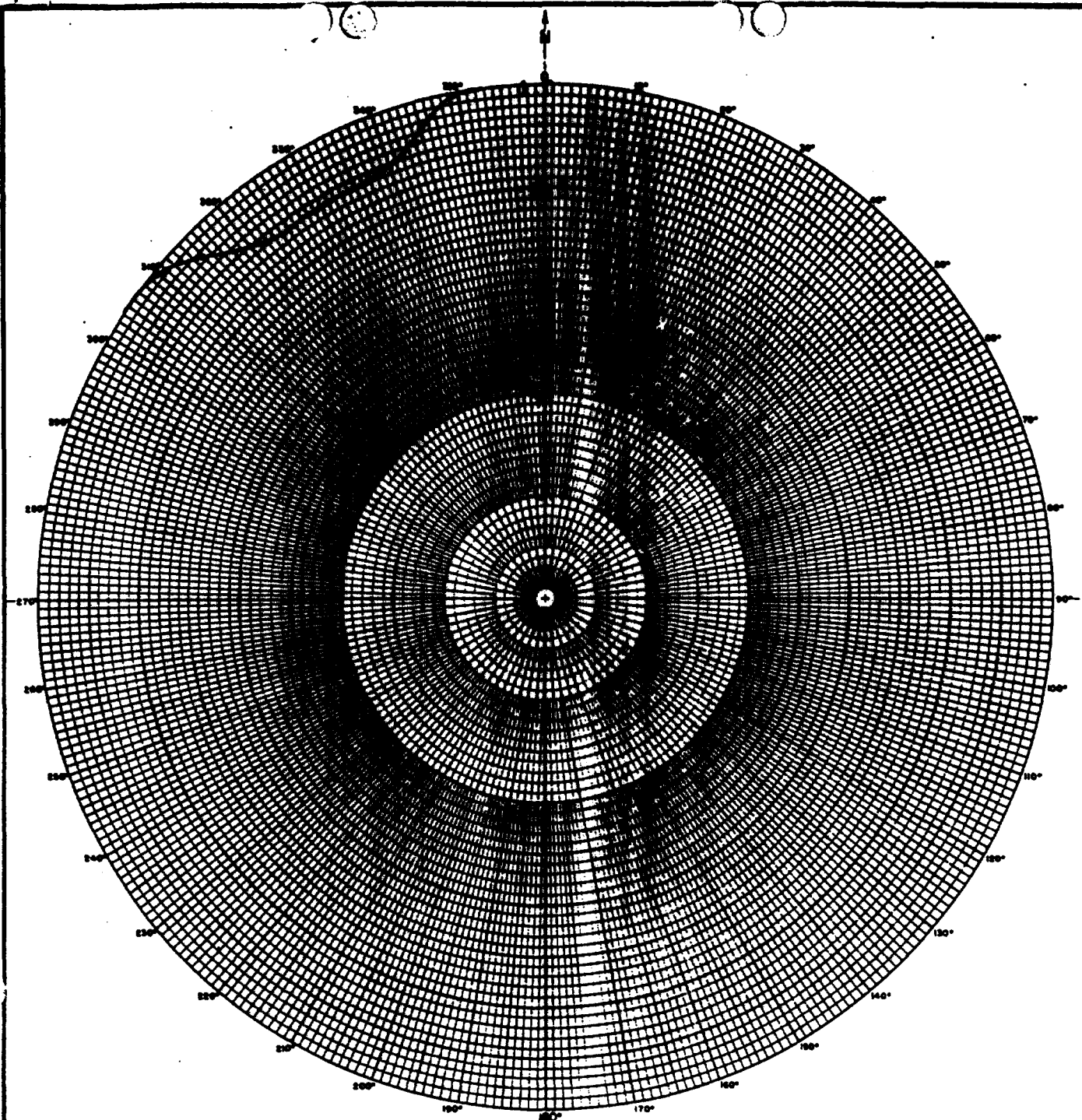
NOT TO SCALE

EXHIBIT E-3
DIRECTIONAL ANTENNA DATA

The proposed FM broadcast station will utilize a directional antenna system to provide a minor amount of protection to a first adjacent channel station. The horizontal plane pattern, vertical plane pattern and a tabulation of the data for the horizontal plane are attached.

The horizontal plane pattern is a composite which is an envelope of both the horizontally and vertically polarized components of the radiated signal. The actual radiation pattern will not exceed those limits at any value of azimuth. The rate of change of the proposed pattern does not exceed 2.0 dB. per 10 degrees of azimuth.

The antenna will utilize 0.5 degrees of beam tilt as shown on the vertical plane pattern. The vertical plane is considered to be the same at all values of azimuth.



Plot of Relative Fields

HORIZONTAL RADIATION PATTERN

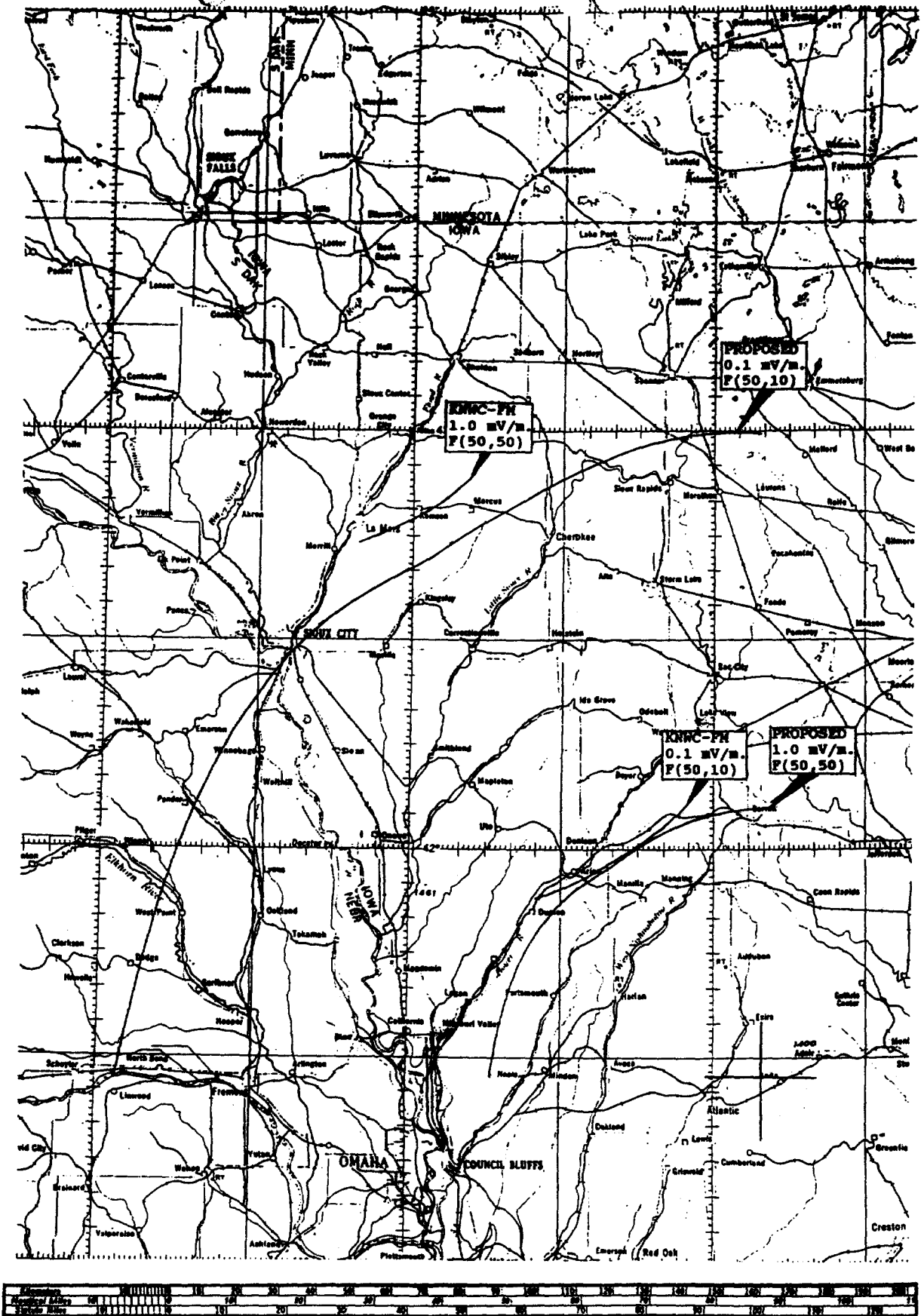
FM Directional Antenna Pattern

APPLICANT :	Al Hazelton
LOCATION :	Audubon, Iowa
FREQUENCY :	96.5 Mhz
POWER :	100.0 kW ERP
LATITUDE :	41 DEG. 27 MIN. 15 SEC.
LONGITUDE :	94 DEG. 50 MIN. 33 SEC.
WHEN USED :	FM Directional
	Exhibit E-3
DATE :	April, 1992

D. L. MARKLEY & ASSOC., INC.
Consulting Engineers

Proposed FM Station Directional Antenna System

Azimuth	Erel	Prel	ERP(kw)	ERP(dBk)
000	1.000	1.000	100.000	20.000
010	1.000	1.000	100.000	20.000
020	1.000	1.000	100.000	20.000
030	1.000	1.000	100.000	20.000
040	1.000	1.000	100.000	20.000
050	1.000	1.000	100.000	20.000
060	1.000	1.000	100.000	20.000
070	1.000	1.000	100.000	20.000
080	1.000	1.000	100.000	20.000
090	1.000	1.000	100.000	20.000
100	1.000	1.000	100.000	20.000
110	1.000	1.000	100.000	20.000
120	1.000	1.000	100.000	20.000
130	1.000	1.000	100.000	20.000
140	1.000	1.000	100.000	20.000
150	1.000	1.000	100.000	20.000
160	1.000	1.000	100.000	20.000
170	1.000	1.000	100.000	20.000
180	1.000	1.000	100.000	20.000
190	1.000	1.000	100.000	20.000
200	1.000	1.000	100.000	20.000
210	1.000	1.000	100.000	20.000
220	1.000	1.000	100.000	20.000
230	1.000	1.000	100.000	20.000
240	1.000	1.000	100.000	20.000
250	1.000	1.000	100.000	20.000
260	1.000	1.000	100.000	20.000
270	1.000	1.000	100.000	20.000
280	1.000	1.000	100.000	20.000
290	1.000	1.000	100.000	20.000
300	1.000	1.000	100.000	20.000
310	.950	0.902	90.250	19.554
320	.900	0.810	81.000	19.085
330	.880	0.774	77.440	18.890
340	.900	0.810	81.000	19.085
350	.950	0.902	90.250	19.554



D. L. Markley & Associates, Inc.
CONSULTING ENGINEERS
2184 West Moss
Peoria, Illinois 61604

Map Source
Platte River World
Aeronautical Chart

Exhibit E-4
Protected and Interfering
Contours
Al Hazelton
Proposed FM Channel 243C1

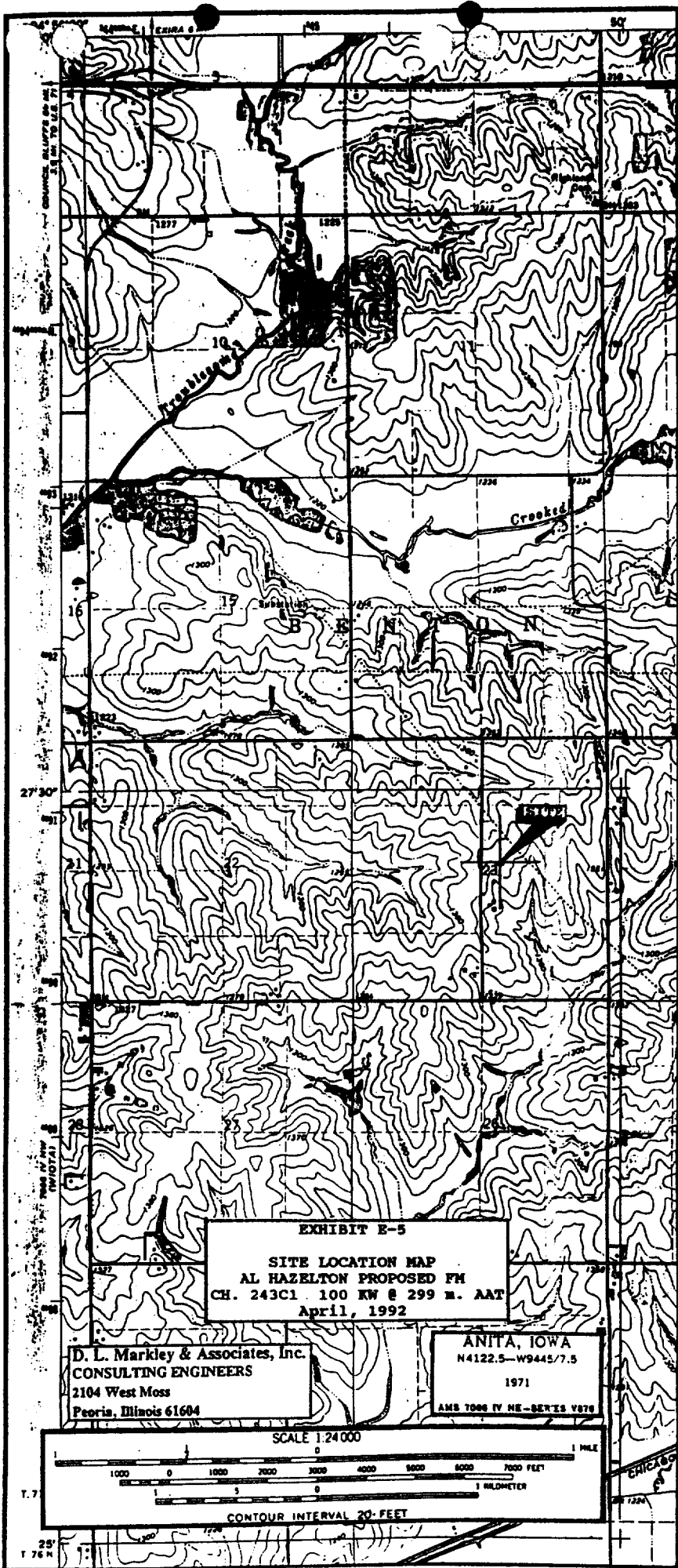
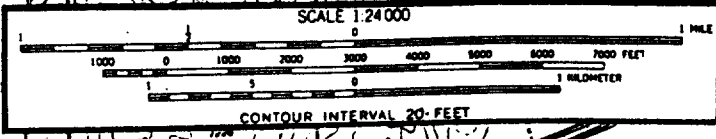


EXHIBIT E-5
SITE LOCATION MAP
AL HAZELTON PROPOSED FM
CH. 243C1 100 KW @ 299 m. AAT
April, 1992

D. L. Markley & Associates, Inc.
CONSULTING ENGINEERS
2104 West Moss
Peoria, Illinois 61604

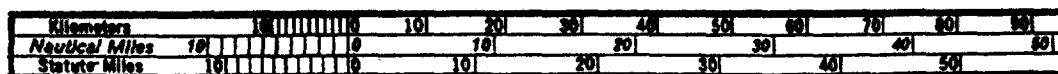
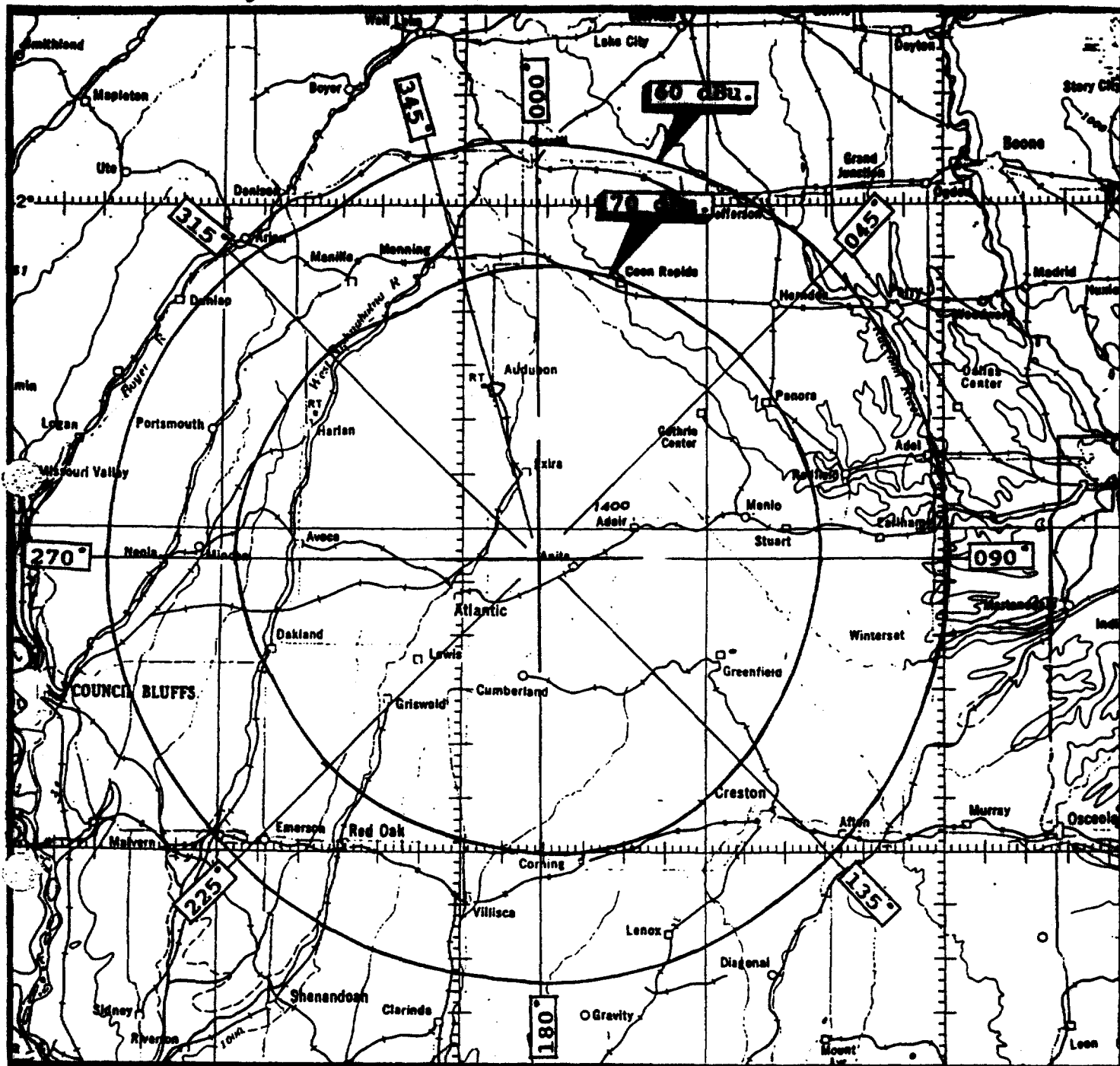
ANITA, IOWA
N4122.5-W9445/7.5
1971
AMS 7006 IV NE-SERIS V876



T. 7
25
T 76 N

D.L. Markley & Associates, Inc.

Consulting Engineers



Map Source:
Platte River World
Aeronautical Chart

EXHIBIT E-6
PROPOSED SERVICE CONTOURS
AL HAZELTON PROPOSED FM
CH. 243C1 100 KW @ 299 m. AAT
April, 1992

EXHIBIT E-7

The only short spacing involved is to FM Broadcast Station KNWC-FM at Sioux Falls, SD. That station is a full Class C facility.

The Commission's Rules and Regulations require the use of natural terrain in site selection. Applicants are directed to utilize such terrain in accordance with normally accepted principles of good engineering practice. Such a site was available which had considerably higher than average terrain elevation. That site, while slightly short spaced, clearly was a preferred choice. Therefore, a minor amount of antenna directionalization was selected to permit use of that site.

In addition, the site would not require easements over property owned by others, power was reasonably convenient and no significant environmental considerations were involved.

Single Channel Study For: Audubon, Iowa On Ch. 243 C1 - 96.5 Mhz.

States Searched: IA,NE,SD,KS,MO,MN
Run Date: 04-27-1992

41° 27' 15" N.
94° 50' 33" W.

CHANNEL	ALLOTMENT OR STATION	CLASS	CALCULATED - KM. (MI.)	REQUIRED KM.	BEARING Deg. T.
240	NO CONFLICT				
241	USED Omaha	NE C	123.4 (76.7)	105	250.2
241 KEFM	LIC Omaha	NE C	123.4 (76.7)	105	250.2
242	NO CONFLICT				
243	ADD Atlantic	IA A *	15.6 (9.7)	200	247.3
243	ADD Atlantic	IA C2*	15.6 (9.7)	224	247.3
243	VACANT Audubon	IA C1*	12.8 (8.0)	245	65.8
243 WMT-FM	LIC Cedar Rapids	IA C1	273.9 (170.2)	245	75.4
243	USED Cedar Rapids	IA C1	273.9 (170.2)	245	75.4
243 KNWC-FM	LIC Sioux Falls	SD C *	268.2 (166.7)	270	329.4
243	USED Sioux Falls	SD C *	268.2 (166.7)	270	329.4
243 KXTR	LIC Kansas City	MO C	272.2 (169.2)	270	173.9
243	USED Kansas City	MO C	272.2 (169.2)	270	173.9
244	NO CONFLICT				
245	NO CONFLICT				
246	NO CONFLICT				
296	NO CONFLICT				
297	NO CONFLICT				

*-Short Spaced

Only listings with clearances less than 32 Km. are shown.

This study utilized a copy of the FCC FM Database as published monthly by the National Technical Information Service. D. L. Markley & Associates, Inc. believes this information to be accurate and current. However, D. L. Markley & Associates, Inc. does not assume any responsibility for any erroneous or incomplete data furnished as part of that database.

***** ANSI STANDARD REPORT FOR HAZELTON *****

Horizontal ERP= 100 kW

Vertical ERP= 100 kW

Center of radiation above ground= 265.4 meters

Bottom bay above ground= 253.8 meters

Worst case power density from C. OF RAD.= 0.0949 mW/square centimeter
FM RADIATION IS 9.49 PERCENT OF ALLOWABLE

Worst case power density from BOTTOM BAY= 0.1037 mW/square centimeter
FM RADIATION IS 10.37 PERCENT OF ALLOWABLE

RESTRICTED AREA begins 81.7 meters below the HAZELTON antenna bottom bay OR
172.1 meters above ground

DATE=04-29-1992

EXHIBIT NO. 1

OTHER MEDIA INTERESTS

The applicant is President and 15.4% shareholder of Wireless Communications Corp., the licensee of Station KJAN(AM), Atlantic, Iowa.

EXHIBIT NO. 2

PROGRAM SERVICE STATEMENT

The applicant proposes to provide a varied program service to meet the needs and interests of Audubon, Iowa and the remainder of the service area. In so doing, the applicant will use his best efforts to place on the proposed radio station entertainment, news, religious, sports and public affairs programming that he determines is best suited to the community.

EXHIBIT NO. 3

INTEGRATION STATEMENT

The applicant proposes to be integrated into management of the proposed radio station, on a full-time basis.

At the proposed station, the applicant will hold the position of General Manager. As General Manager, the applicant will set station policy and supervise all management-level personnel and be ultimately responsible for all day-to-day operations of the radio station.

With respect to qualitative integration credit, the applicant will request such credit for his local residence and community involvement in the service area of the proposed station during the period from 1975 to the present. As part of this credit request, the applicant intends to establish residence in Audubon, Iowa, should this application be granted, and will seek credit for this future residence in the community of license. Credit will also be requested for the applicant's broadcast experience. This experience is as follows:

Station KKIN(AM) Aitkin, MN	-	Announcer (1967-1968)
Station KLIR(AM) Estherville, IA	-	Engineer (1968-1970)

United States Army
Signal Corps

-

Transmitter Repairman
(1970 - 1973)

Station KBUG(AM)
Springfield, MO

-

Engineer (1973-1975)

Station KJAN(AM)
Atlantic Iowa

-

Part-time engineer and part-time on-air talent (1975-1986); part-time engineer and consulting engineer to other other radio stations (1986-1988); station manager and chief engineer (1988-present).

The applicant also attended the Elkin's Radio Institute in Minneapolis, Minnesota where in addition to radio training he received his First-Class FCC license.

EXHIBIT NO. 4

AUXILIARY POWER EQUIPMENT

The applicant proposes to install, maintain and operate auxiliary power equipment to continue operation of the radio station in the event of a power failure.